

NOAA LEADERSHIP COMPETENCIES

LEADING PEOPLE

- Fosters a culture of teamwork and respect with internal and external customers that improves results or achieves goals
- Resolves conflicts effectively
- Reflects organizational core values through clear and consistent actions
- Actively promotes diversity goals and/or outreach efforts
- Works effectively in matrix-managed organizations
- Takes a leading role in successfully working with other NOAA Programs/Line Offices to identify scientific issues to be researched

CONTINUOUS LEARNING

- Pursues advanced or continuing education
- Participates in training and developmental opportunities
- Seeks out projects and/or assignments outside current job responsibilities
- Adapts behavior and work methods in response to new information and changing conditions

BUSINESS PROFICIENCY

- Aligns financial planning with performance goals
- Ensures procurement and acquisition procedures are properly used
- Understands budget formulation and execution processes
- Proactively plans and integrates new technology to meet organizational and customer needs

PROBLEM SOLVING

- Anticipates, identifies, and diagnoses barriers to a goal
- Develops innovative alternatives to existing operations
- Creates contingency plans to ensure a goal is met
- Integrates disparate concepts and/or issues
- Solves complex research problems at the national or regional level by:
 - Leading teams, and/or
 - Building scientific coalitions with universities and other partners

STRATEGIC THINKING

- Understands the roles and relationships of a variety of organizational functions and missions
- Develops strategies for integrating diverse interests of multiple stakeholders
- Identifies and integrates key political, economic, social, scientific, and technological issues affecting the organization

- Advocates change to meet anticipated customer demands or to promote the use of new technologies in the office
- Actively involved in complex research or operational problems/activities
- Develops strategies for approaching or resolving short and long-term problems

COMMUNICATING

- Delivers clear and convincing oral presentations to individuals and groups within and outside the office
- Writes reports and other documents that reflect the position and work of the organization in a clear, convincing, and organized manner
- Establishes and maintains working relationships with internal organizational units
- Engages in cross-functional activities
- Develops and enhances alliances with external groups
- Considers and responds appropriately to the needs, feelings, and capabilities of different people in different situations
- Gains cooperation from others to obtain information and accomplish goals